

MINISTRY OF EDUCATION

# Report of the Committee

representative of Associations of Local Education  
Authorities, Training College Authorities and  
of the Association of Teachers in Colleges and  
Departments of Education on

## Scales of Salaries for the Teaching Staff of Training Colleges

ENGLAND AND WALES

1956



LONDON  
HER MAJESTY'S STATIONERY OFFICE  
1956

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# Constitution and Membership of the Training College Salaries Committee

Chairman: The Rt. Hon. Lord McNair, C.B.E., Q.C., F.B.A., LL.D.

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Rev. G. R. Osborn, M.A.

### *Catholic Education Council (2)*

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### *British and Foreign School Society (2)*

Mrs. W. H. Salter, J.P.  
Miss F. M. Tann, C.B.E., M.A.

### *Leader and Honorary Secretary of the Authorities' Panel of the Burnham Committee (ex officio)*

W. P. Alexander, Esq., L.H.F. Ph.D.,  
Ed.B., M.A., B.Sc.  
Alderman Sir Harold Jackson, LL.D.

## Teaching Staff Panel

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Miss G. H. Shillito, M.A.  
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B.Sc., Authorities' and Governors' Panel.  
Mrs. E. M. Williams, M.A., Teaching Staff Panel.

*Letter from Lord McNair forwarding the Report to the  
Minister of Education*

4th August, 1956.

My dear Minister,

I submit for your approval the enclosed Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges containing their recommendations for salary scales to come into operation on 1st October, 1956.

Yours sincerely,

McNAIR.

The Rt. Hon. Sir David Eccles, K.C.V.O., M.P.,  
Minister of Education,  
Curzon Street House,  
Curzon Street,  
London, W.1.

14th August, 1956.

Dear Lord McNair,

Thank you for your letter of the 4th August with which you sent me the Report giving the recommendations of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges. I am glad to inform you that I approve the Report and that payment of salaries in accordance with the recommendations will be approved for the purposes of Regulation 14 of the Training of Teachers Grant Regulations, 1955 (Grant Regulations No. 7).

I note that the Report, unlike previous ones, makes no reference to the period for which the new scales are intended to remain in force. In this connection I must refer to my letter of the 28th June, 1956, about the recent recommendations of the Burnham Main Committee on scales of salary for teachers in Primary and Secondary Schools and make it clear that, for the reasons given in that letter, my approval of this Report of the Training Colleges Committee is also given on the assumption that, unless there is some major change in circumstances, the new scales will continue in force for the normal three-year period.

I should like to express to you and to members of the Committee my thanks for the time and effort which you and they have devoted to the preparation of this Report.

Yours sincerely,

DAVID ECCLES.

The Rt. Hon. Lord McNair, C.B.E., Q.C.,

*Letter of 28th June, 1956, referred to above*

28th June, 1956.

Dear Lord McNair,

You wrote to me on the 25th June enclosing a summary of the salary scales which the Burnham Committee have recommended to operate from the 1st October, 1956, for teachers employed in primary and secondary schools and special schools maintained by local education authorities.

I note that a full report is being prepared and will be submitted shortly. When I receive this report, if it confirms the recommendations contained in the documents which you enclosed, I shall be prepared to give my formal approval and to make the necessary Order under Section 89 of the Education Act, 1944.

Unlike previous recommendations of the Committee, the present ones make no reference to the period for which the new scales are intended to remain in force. I must make it clear that my approval will be given on the assumption that, unless there is some major change in circumstances, the new scales will continue in force for the normal three-year period of time.

These recommendations add more than 15% to the expenditure on

teachers' salaries and will cost, together with the corresponding recommendations for technical colleges and other educational establishments, £35(m) in a full year. This is a record addition to teachers' salaries to be made in any Burnham Report. The Government believe that the taxpayers and ratepayers will approve this increase in cost, in spite of the financial difficulties of the present time, so vital is it to expand and improve our schools and colleges. Sound policy calls for strict economy in other directions in order to put more emphasis on the teachers as the mainstay of the Education Service.

Yours sincerely,

DAVID ECCLES.

The Rt. Hon. Lord McNair, C.B.E., Q.C.,

## SCALES OF SALARIES FOR THE TEACHING STAFF OF TRAINING COLLEGES

1. (1) The scales of salary apply to full-time members of the teaching staff of Training Colleges recognised for the purposes of the Training of Teachers Grant Regulations, 1955, or the corresponding Regulations in force from time to time.

1. (2) (a) In the case of a woman, to the salary as otherwise determined under the provisions of this Report, there shall be an addition (to be known as the Equal Pay Increment) at the rate of the proportion specified in paragraph (b) following of the difference between the said salary and the salary for a man with equivalent service employed in a similar capacity.

(b) The relevant proportion for the period set out in column (i) below shall be the proportion specified in column (ii) :—

(i) Period	(ii) Equal Pay Increment
From 1st October, 1956 to 31st March, 1957	Two-Sevenths
„ 1st April, 1957 „ 31st March, 1958	Three-Sevenths
„ 1st April, 1958 „ 31st March, 1959	Four-Sevenths
„ 1st April, 1959 „ 31st March, 1960	Five-Sevenths
„ 1st April, 1960 „ 31st March, 1961	Six-Sevenths

(c) From 1st April, 1961, the salaries prescribed for men shall apply equally to women.

### 2. (a) SCALES FOR LECTURERS

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 850	£ 30	£ 1,200	£ 800	£ 30	£ 1,100

(b) Increments accrue on completion of years of service recognised for the purpose of Section 9, subject to the principles set out in Section 11 for adjustment of salaries to a uniform incremental date.

(c) The method of determining the correct position of a Lecturer upon the scales is indicated in Section 9(a), and illustrated by examples in Appendix I where the scales are set out in full.

(d) A College Establishment of Lecturerships shall be determined in accordance with the provisions of Section 6 of this Report.

### 3. (a) SCALES FOR SENIOR LECTURERS

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 1,200	£ 30	£ 1,400	£ 1,100	£ 30	£ 1,300

(b) Increments accrue on completion of years of service recognised for the purpose of Section 9, subject to the principles set out in Section 11 for adjustment of salaries to a uniform incremental date.

(c) The method of determining the correct position of a Senior Lecturer upon the scales is indicated in Section 9 (b), and illustrated by examples in Appendix I where the scales are set out in full.

(d) A College Establishment of Senior Lecturerships shall be determined in accordance with the provisions of Section 6 of this Report.

#### 4. (a) SCALES FOR PRINCIPAL LECTURERS

Men			Women		
Minimum	Annual Increment	Maximum	Minimum	Annual Increment	Maximum
£ 1,400	£ 50	£ 1,550	£ 1,300	£ 50	£ 1,450

(b) Increments accrue on completion of years of service recognised for the purpose of Section 9, subject to the principles set out in Section 11 for adjustment of salaries to a uniform incremental date.

(c) The method of determining the correct position of a Principal Lecturer upon the scales is indicated in Section 9 (c), and illustrated by examples in Appendix I where the scales are set out in full.

(d) A College Establishment of Principal Lecturerships shall be determined in accordance with the provisions of Section 6 of this Report.

#### DEPUTY PRINCIPALS

5. (a) (i) A Senior Lecturer or Principal Lecturer shall be designated Deputy Principal in each College with 100 or more students.

(ii) Where the Local Education Authority or Governing Body of a voluntary Training College considers that there should be a Deputy Principal in a College with less than 100 students, a Senior Lecturer or Principal Lecturer may be so designated with the approval of the Minister.

(iii) Where the Local Education Authority or Governing Body of a voluntary Training College considers that a second Deputy Principal is required, such appointment may be made with the approval of the Minister.

(b) (i) An allowance shall be paid to a Deputy Principal over and above the scale salary which is applicable to him/her as Senior Lecturer or Principal Lecturer. The amount of such an allowance shall be :

Not less than £100 per annum, not more than £250 per annum.

(ii) Where the Local Education Authority or the Governing Body of a voluntary Training College considers in any particular case that an allowance of £250 is not adequate, having regard to the duties and responsibilities involved, the Authority or the Governing Body may make representations to the Minister with a view to securing such addition thereto as the Minister shall approve.

#### COLLEGE ESTABLISHMENT

6. (a) The Local Education Authority or Governing Body of a voluntary Training College shall determine a College Establishment which shall provide that :—



(i) not less than 35 per cent. nor more than 45 per cent. of the number of full-time teaching staff of the College (excluding the Principal) shall be on the Lecturer Scale ;

(ii) not less than 35 per cent. nor more than 50 per cent. of the number of full-time teaching staff of the College (excluding the Principal) shall be on the Senior Lecturer scale ;

(iii) not less than 5 per cent. nor more than 25 per cent. of the number of full-time teaching staff of the College (excluding the Principal) shall be on the Principal Lecturer scale,

provided that in a College with 100 or more students, there shall be, as a minimum requirement, one post of Principal Lecturer.

(b) In the case of a particular College, where the Local Education Authority or Governing Body is of the opinion that the proportions of staff on the Senior Lecturer and Principal Lecturer grades set out in sub-sections 6(a)(ii) and 6(a)(iii) above are not appropriate for the needs of the College, such proportions may be varied in agreement with the Minister.

(c) For the guidance of Local Education Authorities and Governing Bodies of voluntary Training Colleges the Committee suggest that in small colleges with little, if any, supplementary course or other advanced or special work the minimum establishment will be appropriate, i.e., 45 per cent. on the Lecturer scale, 50 per cent. on the Senior Lecturer scale and 5 per cent. on the Principal Lecturer scale. In large colleges in which there is a considerable amount of supplementary course work or work of university standard, the maximum establishment will be appropriate, i.e., 35 per cent. on the Lecturer scale, 40 per cent. on the Senior Lecturer scale and 25 per cent. on the Principal Lecturer scale. Within these limits the needs of particular colleges should be assessed according to the size of the college and the volume of supplementary course or other advanced or special work.

The Committee recognise that the precise application of the percentages as indicated above is difficult in certain colleges and for that reason provision has been made to go beyond the limits prescribed with the approval of the Minister.

### **ADDITIONAL PAYMENTS IN THE "LONDON AREA"**

7. (a) There shall be additional payments for those holding posts of the kinds described in the preceding Sections of this Report and who are serving in the "London Area" as defined in sub-section 7(b) below. Such payments shall be at the rate of £36 per annum, provided that as from the date on which the teacher has completed 16 years of full-time service in the "London Area" or elsewhere, or has attained the age of 37 years, whichever is the earlier, the rate shall be raised to £48 per annum.

(b) The following areas shall be deemed to constitute the "London Area" :—

(A) The City of London.

(B) The areas comprised in the Metropolitan Police District as defined in the Police Act, 1946, which includes the following :—

(a) The County of London, excluding the City of London.

(b) The County of Middlesex.

- (c) In the County of Surrey :
- (i) The County Borough of Croydon.
  - (ii) The Borough of Barnes.
  - (iii) The Borough of Beddington and Wallington.
  - (iv) The Borough of Epsom and Ewell.
  - (v) The Borough of Kingston.
  - (vi) The Borough of Malden and Coombe.
  - (vii) The Borough of Mitcham.
  - (viii) The Borough of Richmond.
  - (ix) The Borough of Surbiton.
  - (x) The Borough of Sutton and Cheam.
  - (xi) The Borough of Wimbledon.
  - (xii) The Urban District of Banstead.
  - (xiii) The Urban District of Carsbalton.
  - (xiv) The Urban District of Coulsdon and Purley.
  - (xv) The Urban District of Esher.
  - (xvi) The Urban District of Merton and Morden.
- (d) In the County of Essex :
- (i) The County Borough of East Ham.
  - (ii) The County Borough of West Ham.
  - (iii) The Borough of Barking.
  - (iv) The Borough of Chingford.
  - (v) The Borough of Dagenham.
  - (vi) The Borough of Ilford.
  - (vii) The Borough of Leyton.
  - (viii) The Borough of Walthamstow.
  - (ix) The Borough of Wanstead and Woodford.
  - (x) The Urban District of Chigwell.
  - (xi) The Urban District of Waltham Holy Cross.
- (e) In the County of Kent :
- (i) The Borough of Beckenham.
  - (ii) The Borough of Bexley.
  - (iii) The Borough of Bromley.
  - (iv) The Borough of Erith.
  - (v) The Urban District of Chislehurst and Sidcup.
  - (vi) The Urban District of Crayford.
  - (vii) The Urban District of Orpington.
  - (viii) The Urban District of Penge.
- (f) In the County of Hertfordshire :
- (i) The Urban District of Barnet.
  - (ii) The Urban District of Bushey.
  - (iii) The Urban District of Ceshunt.
  - (iv) The Urban District of East Barnet.
  - (v) The Rural District of Elstree.
  - (vi) The Parish of Northaw in the Rural District of Hatfield.
  - (vii) The Parish of Aldenham in the Rural District of Watford.

### PRINCIPALS

8. (a) The salaries or scales of salaries for posts of Principal shall be determined by the Local Education Authority or Governing Body of a voluntary Training College, in agreement with the Minister, having regard to the guidance which is afforded by the scales agreed upon for other posts under this Report.

(b) Local education authorities and governing bodies of voluntary Training Colleges shall forthwith, in agreement with the Minister, review the

salaries or scales of salaries for posts of Principal in accordance with sub-section (a) above and adjust as from 1st October, 1956 the salaries of existing Principals having regard to the new scales in this Report for other posts and the method of applying those scales.

### CORRECT POSITION

9. (a) **LECTURERS.** In determining the correct position of Lecturers on the scales laid down in Section 2 of this Report, the following principles shall apply:—

(i) In the case of a Lecturer in service on 30th September, 1956 and continuing in that capacity, the commencing salary on 1st October, 1956 shall be:

(a) the minimum, to which shall be added, up to the maximum, increments in respect of service at the last incremental date as a Lecturer in a Training College, University or University Training Department or of service at that date which is deemed by the Local Education Authority or the Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value in respect of Training College work, or

(b) where the Lecturer was appointed in that capacity on transfer from teaching service in a school or educational establishment to which the Burnham Reports applied and the salary which would have been payable in the former post under the Burnham Reports of 1956 on total service as at the date of appointment as Lecturer (excluding any Equal Pay Increment and any "London Area" payment) equals or exceeds the minimum of the scale for Lecturers in this Report, the next higher point on that scale, to which shall be added, up to the maximum, increments in respect of service at the last incremental date as a Lecturer in a Training College since that date of appointment, or

(c) the salary (excluding any Equal Pay Increment and any "London Area" payment) applicable to the Lecturer on the 30th September, 1956 under the provisions of the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1954 based on service at the last incremental date, with an addition of £150,

whichever is the greater.

Further increments, up to the maximum, shall accrue in respect of service as a Lecturer on and after the last incremental date.

(ii) In the case of a Lecturer re-appointed in that capacity on or after 1st October, 1956 the commencing salary on re-appointment shall be:

(a) the salary applicable to him/her under this Report at the date of leaving the former post of Lecturer assessed in accordance with the provisions of sub-sections (i) (a) and (i) (b) above, or

(b) the salary assessed as in sub-section (iii) (a) below, to which shall be added, up to the maximum, increments in respect of previous service as a Lecturer in a Training College, or

(c) where applicable, the "next higher point" calculated in accordance with sub-section (iii) (b) below,

whichever is the greater.

Further increments, up to the maximum, shall accrue in respect of service as a Lecturer on and after the date of re-appointment.

(iii) In the case of a Lecturer appointed for the first time in that capacity on or after 1st October, 1956 the commencing salary shall be:

(a) the minimum, to which shall be added, up to the maximum, increments in respect of service as a Lecturer in a University or University Training Department or of service which is deemed by the Local Education Authority or the Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value in respect of Training College work,

provided that

(b) in the case of a Lecturer who is appointed on transfer from teaching service in a school or educational establishment to which the Burnham Reports of 1956 apply, and the salary applicable in the former post (excluding any Equal Pay Increment and any "London Area" payment) equals or exceeds the amount assessed under the provisions of sub-section (iii) (a) above, the Lecturer shall be placed at the next higher point (subject to the maximum) on the scale for Lecturers.

For this purpose the salary applicable in the former post shall be deemed to mean the salary in the former post based on total service as at the date of appointment as Lecturer.

Further increments, up to the maximum, shall accrue in respect of service as a Lecturer.

(b) SENIOR LECTURERS. In determining the correct position of Senior Lecturers on the scales laid down in Section 3 of this Report the following principles shall apply :—

(i) In the case of a Senior Lecturer in service on 30th September, 1956 and continuing in that capacity, the commencing salary on 1st October, 1956 shall be the minimum, to which shall be added, up to the maximum, the same number of increments as that by which the salary he/she would have received under the provisions of the Report of the Committee on Scales of Salaries for the Teaching Staff of Training Colleges, 1954 (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) would have exceeded the minimum of the scale for Senior Lecturers under that Report.

Further increments, up to the maximum, shall accrue in respect of service as a Senior Lecturer on and after the last incremental date.

(ii) In the case of a Senior Lecturer re-appointed in that capacity on or after 1st October, 1956 the commencing salary on re-appointment shall be :

(a) the minimum, to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her at the date of leaving the former post of Senior Lecturer (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) exceeded the minimum of the scale applicable under the Report in operation at that date, or

(b) the salary assessed as in sub-section (iii) (a) below, to which shall be added, up to the maximum, increments in respect of previous service as a Senior Lecturer in a Training College, or

(c) where applicable, the "next higher point" calculated in accordance with sub-section (iii) (b) below,

whichever is the greater.

Further increments, up to the maximum, shall accrue in respect of service as a Senior Lecturer on and after the date of re-appointment.

(iii) In the case of a Senior Lecturer appointed for the first time in that capacity on or after 1st October, 1956 the commencing salary shall be :

(a) the minimum, to which shall be added, up to the maximum, increments in respect of service since 1st April, 1945 in a University or University Training Department, or in another capacity deemed by the Local Education Authority or Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value to service as a Senior Lecturer,

provided that

(b) in the case of a Senior Lecturer who is appointed following service as a Lecturer in a Training College or teaching service in a school or educational establishment to which the Burnham Reports of 1956 apply, and the salary applicable in the former post under this Report or the Burnham Reports of 1956 (excluding any Equal Pay Increment and any "London Area" payment) equals or exceeds the amount assessed under the provisions of sub-section (iii)(a) above, the Senior Lecturer shall be placed at the next higher point (subject to the maximum) on the scale for Senior Lecturers. For this purpose the salary applicable in the former post shall be deemed to mean salary in the former post based on total service as at the date of appointment as Senior Lecturer.

Further increments, up to the maximum, shall accrue in respect of service as a Senior Lecturer.

(c) **PRINCIPAL LECTURERS.** In determining the correct position of Principal Lecturers on the scales laid down in Section 4 of this Report the following principles shall apply:—

(i) In the case of a Principal Lecturer appointed for the first time in that capacity on or after 1st October, 1956 the commencing salary shall be:

(a) the minimum, to which shall be added, up to the maximum, increments in respect of any service in a University or University Training Department, or in another capacity deemed by the Local Education Authority or the Governing Body of a voluntary Training College, in agreement with the Minister, to be of equivalent value to service as a Principal Lecturer,

provided that

(b) in the case of a Principal Lecturer who is appointed following service as a Senior Lecturer in a Training College or teaching service in a school or educational establishment to which the Burnham Reports of 1956 apply, and the salary applicable in the former post under this Report (excluding any Equal Pay Increment and any "London Area" payment, and any allowance over and above scale salary) or under the Burnham Reports of 1956 (excluding any Equal Pay Increment and any "London Area" payment) equals or exceeds the amount assessed under the provisions of sub-section (i)(a) above, the Principal Lecturer shall be placed at the next higher point (subject to the maximum) on the scale for Principal Lecturers. For this purpose the salary applicable in the former post shall be deemed to mean the salary in the former post based on total service as at the date of appointment as Principal Lecturer.

Further increments, up to the maximum, shall accrue in respect of service as a Principal Lecturer.

(ii) In the case of a Principal Lecturer re-appointed in that capacity after 1st October, 1956 the commencing salary on re-appointment shall be:

- (a) the minimum, to which shall be added, up to the maximum, the same number of increments as that by which the salary applicable to him/her at the date of leaving the former post of Principal Lecturer (excluding any Equal Pay Increment and any "London Area" payment and any allowance over and above scale salary) exceeded the minimum of the scale applicable under this Report, or
- (b) the salary assessed as in sub-section (i)(a) above, to which shall be added, up to the maximum, increments in respect of previous service as a Principal Lecturer in a Training College, or
- (c) where applicable, the "next higher point" calculated in accordance with sub-section (i)(b) above,

whichever is the greater.

Further increments, up to the maximum, shall accrue in respect of service as a Principal Lecturer on and after the date of re-appointment.

### **WITHHOLDING OF INCREMENTS**

10. No increment shall be withheld in respect of any year unless the service for that year has been declared unsatisfactory by the Local Education Authority or by the Governing Body of a voluntary Training College. The withholding of an increment under this Section shall be limited to its effect on the salary payable for the one year during which the increment is withheld, unless the Local Education Authority or Governing Body otherwise expressly determines.

### **INCREMENTAL DATE**

11. Each Local Education Authority or Governing Body of a voluntary Training College may follow its general procedure as regards date of payment of annual increments. Proportionate increments are allowed in respect of periods of service of less than one year where needed for the establishment or maintenance of a uniform incremental date or for the purpose of assessing salaries under the provisions of Section 9 of this Report. In reckoning service for this purpose, the number of odd days shall be ignored or counted as one month, according as it is or is not less than 15.

### **SAFEGUARDING CLAUSE**

12. No member of the teaching staff of a Training College in service on 30th September, 1956 shall receive, by reason of the operation of these scales, a smaller rate of salary than he/she would have been eligible to receive under the operation of the Report of the Committee on Salaries of Training College Staffs as in force on that date.

### **DATE OF OPERATION OF THE SCALES**

13. The scales in this Report come into force on 1st October, 1956.

### **COMMITTEE OF REFERENCE**

14. There shall be appointed a Joint Committee of Reference consisting of nine members nominated by the representatives of local education authorities and governing bodies of voluntary Training Colleges on the full Committee, and nine members nominated by the representatives of the Association of Teachers in Colleges and Departments of Education, with the Honorary Secretaries ex-officio, and any question relating to the interpretation of the provisions of this Report brought forward by a local education authority or governing body of a voluntary Training College acting through the Authorities' Panel, or by the Association of Teachers in Colleges and Departments of Education acting through the Teaching Staff Panel, or by consent of the Chairman of the full Committee shall be considered and determined by the Joint Committee.

## SECONDING OF TEACHERS FOR SERVICE IN TRAINING COLLEGES AND OF COLLEGE LECTURERS FOR SERVICE IN SCHOOLS

15. (a) Where a teacher is seconded by the Local Education Authority or by the Governing Body of an Independent or "Direct Grant" school to a Training College, the College Authority may make to the teacher an allowance over and above the salary appropriate to his/her status as a teacher, provided that the total salary thus payable shall not be higher than that which would be appropriate if the seconded teacher were appointed to the permanent staff of the College. The College Authority shall be responsible for the payment of such salary and allowance during the period of secondment.

(b) Where a Training College Lecturer, Senior Lecturer or Principal Lecturer is seconded to a school for the purpose of research or of refreshing his/her experience of school teaching or is seconded to other occupation as approved by the College Authority in agreement with the Minister, he/she shall receive during the period of secondment the salary appropriate to his/her status as a Training College Lecturer, Senior Lecturer or Principal Lecturer, together with any personal allowance which the Minister may approve as being necessary. The College Authority shall be responsible for the payment of any sum by which the College salary and allowance exceeds the salary appropriate to the temporary status during such secondment.

(c) The Committee understands that any special expenditure incurred by the College Authority under sub-sections 15(a) and (b) above will be regarded as approved expenditure and that, in the case of a voluntary College, it will be brought into account in fixing or reviewing the approved tuition fees paid by the Minister.

# APPENDIX I

## 1. Scale salary for each year of service.

### Scales for Men

Completed years of Service	Lecturer	Senior Lecturer	Principal Lecturer
	£	£	£
0	850	1,200	1,400
1	880	1,230	1,450
2	910	1,260	1,500
3	940	1,290	1,550
4	970	1,320	
5	1,000	1,350	
6	1,030	1,380	
7	1,060	1,400	
8	1,090		
9	1,120		
10	1,150		
11	1,180		
12	1,200		

### Scales for Women

Completed years of Service	Lecturer	Senior Lecturer	Principal Lecturer
	£	£	£
0	800	1,100	1,300
1	830	1,130	1,350
2	860	1,160	1,400
3	890	1,190	1,450
4	920	1,220	
5	950	1,250	
6	980	1,280	
7	1,010	1,300	
8	1,040		
9	1,070		
10	1,100		

Under the equal pay arrangements in Section 1(2) of this Report an increment of two-sevenths of the difference between the salary for a woman and that for a man is payable for the period 1st October, 1956 to 31st March, 1957 and further increments become payable annually on 1st April until full equality in pay is reached on 1st April, 1961.

2. For the purpose of illustration, the following examples indicate the method of determining the correct position on the scales. All the examples relate to men. The methods of assessment are similar for women, the equal pay increment being payable in addition.

#### A. Cases where uniform incremental date of 1st April applies.

1. Lecturer in service on 30th September, 1956 and continuing in that capacity, who was appointed on 1st September, 1955 after 6 years 7 months teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report applied and was in receipt of a Special Responsibility allowance of £100 under the Burnham Report of 1954 (Reference Section 9(a)(i)):

(i) Salary assessed under Section 9(a)(i)(a)	£
Minimum of Lecturers' scale	850
7/12ths increment of £30 in respect of service as a Lecturer (1.9.1955 to 31.3.1956)	17 10s.
	<u>867 10s.</u>



- (ii) Salary assessed under Section 9(a)(i)(b)  
Salary which would have been payable in former post under the Burnham Primary and Secondary Schools Report of 1956 on total service to 31st August, 1955 :—

	£
Minimum of Qualified Teacher scale	475
Training addition of 2 increments	50
Graduate addition ... ..	75
Good Honours degree addition ...	50
6 7/12ths increments of £25 in respect of 6 years 7 months service	164 11s. 8d.
Special Responsibility Allowance...	100
	<hr/>
	914 11s. 8d.

As this salary exceeds the minimum of the Lecturers' scale the "next higher point" applies	£ 940
7/12ths increment of £30 in respect of service as a Lecturer (1.9.1955 to 31.3.1956) ... ..	17 10s.
	<hr/>
	957 10s.

Therefore Section 9(a)(i)(b) applies and salary from 1.10.1956 to 31.3.1957= ... ..	957 10s. per annum
Add 1 increment of £30 in respect of service as a Lecturer (1.4.1956 to 31.3.1957) ... ..	30
	<hr/>
Salary from 1.4.1957 ... ..	987 10s. per annum

2. Lecturer appointed for the first time in that capacity on 1st January, 1957 after 6 years teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report, 1956 applied, in which he held a Scale II graded post under the Burnham Report (Reference Section 9(a)(iii)) :—

(i) Salary assessed under Section 9(a)(iii)(a)	£
Minimum of Lecturers' scale ... ..	850
(ii) Salary assessed under Section 9(a)(iii)(b)	
As the salary applicable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31st December, 1956 (£925) exceeds (i) above, the "next higher point" applies and salary from 1.1.1957 to 31.3.1957= ... ..	940 per annum
Add 3/12ths increment of £30 in respect of service as a Lecturer (1.1.1957 to 31.3.1957) ... ..	7 10s.
	<hr/>
Salary from 1st April, 1957 ... ..	947 10s. per annum

3. Lecturer re-appointed in that capacity on 1st September, 1957 who was first appointed as a Lecturer on 1st September, 1953, after 5 years teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report applied and was in receipt of a Special Responsibility allowance of £100 and who left for other employment from 1st September, 1955 to 31st August, 1957, deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Lecturer in a Training College (Reference Section 9(a)(ii)) :—

(i) Salary assessed under Section 9(a)(ii)(a)	£
Minimum of Lecturers' scale ... ..	850
2 increments of £30 in respect of service as a Lecturer (1.9.1953 to 31.8.1955) ... ..	60
	<hr/>
	910

As the salary which would have been payable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31st August, 1953 (£875) exceeds the minimum of the Lecturers' scale the "next higher point" applies 2 increments of £30 in respect of service as a Lecturer (1.9.1953 to 31.8.1955) ... ..

880  
60  

---

940

(ii) Salary assessed under Section 9(a)(ii)(b)  
Minimum of Lecturers' scale ... .. £ 850  
2 increments of £30 in respect of service as a Lecturer (1.9.1953 to 31.8.1955) ... .. 60  
2 increments of £30 in respect of equivalent service (1.9.1955 to 31.8.1957) ... .. 60  

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970

Therefore Section 9(a)(ii)(b) applies and salary from 1.9.1957 to 31.3.1958 = ... .. 970 per annum  
Add 7/12ths increment of £30 in respect of service as a Lecturer (1.9.1957 to 31.3.1958) ... .. 17 10s.  

---

Salary from 1.4.1958 ... .. 987 10s. per annum

4. Senior Lecturer in service on 30th September, 1956 and continuing in that capacity whose salary under the Training College Report, 1954 on 1st October, 1956 would have been £1065 per annum (Reference Section 9(b)(i)) :—  
£1065 represents 6 increments above the minimum for Senior Lecturers under the 1954 Report.

Salary under 1956 Report = £  
Minimum of Senior Lecturer scale ... .. 1200  
6 increments of £30 ... .. 180  

---

Salary from 1.10.1956 to 31.3.1957 = ... .. 1380 per annum  
Add 1 increment of £20 (final increment) in respect of service as a Senior Lecturer (1.4.1956 to 31.3.1957) ... .. 20  

---

Salary from 1.4.1957 ... .. 1400 per annum  

---

(maximum)

5. Senior Lecturer appointed for the first time in that capacity on 1st January, 1957 following service as a Lecturer in a Training College and whose salary on total service to 31st December, 1956 would have been £1200 (maximum) (Reference Section 9(b)(iii)) :—

(i) Salary assessed under Section 9(b)(iii)(a) £  
Minimum of Senior Lecturer scale ... .. 1200  
(ii) Salary assessed under Section 9(b)(iii)(b)  
As the salary applicable in the former post (£1200) equals (i) above, the "next higher point" applies and salary from 1.1.1957 to 31.3.1957 = ... .. 1230 per annum  
Add 3/12ths increment of £30 in respect of service as a Senior Lecturer (1.1.1957 to 31.3.1957) ... .. 7 10s.  

---

Salary from 1.4.1957 ... .. 1237 10s. per annum

6. Senior Lecturer appointed for the first time in that capacity on 1st January, 1957 with service from September, 1944 to 31st August, 1949, of which the maximum period (1st April, 1945 to 31st August, 1949) is deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Senior Lecturer (Reference Section 9(b)(iii)) :—

Salary assessed under Section 9(b)(iii)(a) £  
Minimum of Senior Lecturer scale ... .. 1200  
4 5/12ths increments of £30 in respect of equivalent service (1.4.1945 to 31.8.1949) ... .. 132 10s.  

---

Salary from 1.1.1957 to 31.3.1957 ... .. 1332 10s. per annum  
Add 3/12ths increment of £30 in respect of service as a Senior Lecturer (1.1.1957 to 31.3.1957) ... .. 7 10s.  

---

Salary from 1.4.1957 ... .. 1340 per annum

7. Senior Lecturer re-appointed in that capacity on 1st January, 1957 who was first appointed as a Senior Lecturer on 1st September, 1952 after service as a Lecturer in a Training College which entitled him to a commencing salary one increment above the minimum of the Senior Lecturer scale and who on 1st September, 1955 returned to teaching service in a school to which the Burnham Primary and Secondary Schools Report applied and became a Head of Department Grade C under the 1956 Report as a 4 years trained Good Honours graduate with 16 years service (Reference Section 9(b)(ii)):-

(i) Salary assessed under Section 9(b)(ii)(a)			
(Salary applicable at 31.8.1955 was 4 increments above the minimum of the Senior Lecturer scale in the 1954 Report)			
Minimum of Senior Lecturer scale	...	...	£ 1200
4 increments of £30	...	...	120
			<u>1320</u>

(ii) Salary assessed under Section 9(b)(ii)(b)			
Minimum of Senior Lecturer scale	...	...	£ 1200
3 increments of £30 in respect of service as Senior Lecturer (1.9.1952 to 31.8.1955)	...	...	90
			<u>1290</u>

- (iii) Salary assessed under Section 9(b)(ii)(c)  
Salary applicable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31.12.1956 :-

	£
Maximum of Qualified Teacher scale	900
Training addition of 2 increments	50
Graduate addition	75
Good Honours degree addition	50
Allowance as Head of Department Grade C	275
	<u>1350</u>

As this salary exceeds (ii) above, the "next higher point" applies ... .. £ 1380

Therefore Section 9(b)(ii)(c) applies and salary from 1.1.1957 to 31.3.1957=		1380 per annum
Add 3/12ths increment of £20 (final increment) in respect of service as Senior Lecturer (1.1.1957 to 31.3.1957)	...	5
Salary from 1.4.1957	...	<u>1385 per annum</u>

8. Principal Lecturer appointed for the first time in that capacity on 1st October, 1956 following service as a Senior Lecturer in a Training College and whose salary based on total service to 30th September, 1956 would have been £1400 (maximum) (Reference Section 9(c)(i)):-

(i) Salary assessed under Section 9(c)(i)(a)			
Minimum of Principal Lecturer scale	...	...	£ 1400

(ii) Salary assessed under Section 9(c)(i)(b)			
As the salary applicable in the former post under this Report (£1400, the maximum of the Senior Lecturer scale) equals (i) above, the "next higher point" applies and salary from 1.10.1956 to 31.3.1957=			
	...	...	1450 per annum
Add 6/12ths increment of £50 in respect of service as a Principal Lecturer (1.10.1956 to 31.3.1957)	...	...	25
Salary from 1.4.1957	...	...	<u>1475 per annum</u>

9. Principal Lecturer appointed for the first time in that capacity on 1st January, 1957 following service as a Headmaster—graduate, 4 years trained—of a Group VII Secondary Modern School with 20 years service for increments to 31st December, 1956 (Reference Section 9(c)(i)) :—

(i) Salary assessed under Section 9(c)(i)(a) £  
Minimum of Principal Lecturer scale ... 1400

(ii) Salary assessed under Section 9(c)(i)(b)  
Salary applicable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31.12.1956 :—

Maximum of Qualified Teacher scale	£ 900
Training addition of 2 increments	50
Graduate addition	75
Allowance for Group VII Head teacher	400
	1425

As this salary exceeds (i) above, the "next higher point" applies £ 1450

Therefore Section 9(c)(i)(b) applies and salary from  
1.1.1957 to 31.3.1957= 1450 per annum  
Add 3/12ths increment of £50 in respect of service as  
Principal Lecturer (1.1.1957 to 31.3.1957) 12 10s.

Salary from 1.4.1957 1462 10s. per annum

#### B. Cases where uniform incremental date of 1st September applies.

Note : These cases correspond to those at A with adjustment for the different incremental date.

1. Lecturer in service on 30th September, 1956 and continuing in that capacity who was appointed on 1st September, 1955 after 6 years 7 months teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report applied and was in receipt of a Special Responsibility allowance of £100 under the Burnham Report, 1954 (Reference Section 9(a)(i)) :—

(i) Salary assessed under Section 9(a)(i)(a)  
Minimum of Lecturers' scale £ 850  
1 increment of £30 in respect of service as a  
Lecturer (1.9.1955 to 31.8.1956) 30

880

(ii) Salary assessed under Section 9(a)(i)(b)  
Salary which would have been payable in former post under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31.8.1955 :—

Minimum of Qualified Teacher scale	£ 475
Training addition of 2 increments	50
Graduate addition	75
Good Honours degree addition	50
6 7/12ths increments of £25 in respect of 6 years 7 months service	164 11s. 8d.
Special Responsibility allowance	100
	914 11s. 8d.

As this salary exceeds the minimum of the Lecturers' scale the "next higher point" applies £ 940  
1 increment of £30 in respect of service as Lecturer  
(1.9.1955 to 31.8.1956) 30

970

Therefore Section 9(a)(i)(b) applies and salary from  
1.10.1956 to 31.8.1957= 970 per annum  
Add 1 increment of £30 in respect of service as a  
Lecturer (1.9.1956 to 31.8.1957) 30

Salary from 1.9.1957 1000 per annum

2. Lecturer appointed for the first time in that capacity on 1st January, 1957 after 6 years teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report, 1956 applied and in which he held a Scale II graded post under the Burnham Report (Reference Section 9(a)(iii)) :—

(i) Salary assessed under Section 9(a)(iii)(a)	£
Minimum of Lecturers' scale ... ..	850
(ii) Salary assessed under Section 9(a)(iii)(b)	
As the salary applicable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31.12.1956 (£925) exceeds (i) above, the "next higher point" applies and salary from 1.1.1957 to 31.8.1957=	940 per annum
Add 8/12ths increment of £30 in respect of service as a Lecturer (1.1.1957 to 31.8.1957) ... ..	20
Salary from 1.9.1957 ... ..	<u>960 per annum</u>

3. Lecturer re-appointed in that capacity on 1st September, 1957 who was first appointed as a Lecturer on 1st September, 1953 after 5 years teaching service as a 4 years trained Good Honours graduate in a school to which the Burnham Primary and Secondary Schools Report applied and was in receipt of a Special Responsibility allowance of £100 and who left for other employment from 1st September, 1955 to 31st August, 1957, deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Lecturer in a Training College (Reference Section 9(a)(ii)) :—

(i) Salary assessed under Section 9(a)(ii)(a)	£
Minimum of Lecturers' scale ... ..	850
2 increments of £30 in respect of service as a Lecturer (1.9.1953 to 31.8.1955) ... ..	60
	<u>910</u>
As the salary which would have been payable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31.8.1953 (£875) exceeds the minimum of the Lecturers' scale the "next higher point" applies ... ..	£ 880
2 increments of £30 in respect of service as a Lecturer (1.9.1953 to 31.8.1955) ... ..	60
	<u>940</u>
(ii) Salary assessed under Section 9(a)(ii)(b)	
Minimum of Lecturers' scale ... ..	850
2 increments of £30 in respect of service as a Lecturer (1.9.1953 to 31.8.1955) ... ..	60
2 increments of £30 in respect of equivalent service (1.9.1955 to 31.8.1957) ... ..	60
	<u>970</u>
Therefore Section 9(a)(ii)(b) applies and salary from 1.9.1957 to 31.8.1958= ... ..	970 per annum
Add 1 increment of £30 in respect of service as a Lecturer (1.9.1957 to 31.8.1958) ... ..	30
Salary from 1.9.1958 ... ..	<u>1000 per annum</u>

4. Senior Lecturer in service on 30th September, 1956 and continuing in that capacity whose salary under the Training College Report, 1954 on 1st October, 1956 would have been £1075 8s. 4d. per annum (Reference Section 9(b)(i)) :—  
£1075 8s. 4d. represents 6 5/12ths increments above the minimum for Senior Lecturers under the 1954 Report.

Salary under 1956 Report=	£
Minimum of Senior Lecturer scale ... ..	1200
6 increments of £30 ... ..	180
5/12ths increment of £20 (final increment) ... ..	8 6s. 8d.
Salary from 1.10.1956 to 31.8.1957 ... ..	1388 6s. 8d. per annum
Salary from 1.9.1957 ... ..	<u>1400 per annum (max.)</u>

5. Senior Lecturer appointed for the first time in that capacity on 1st January, 1957 following service as a Lecturer in a Training College and whose salary on total service to 31st December, 1956 would have been £1200 (maximum) (Reference Section 9(b)(iii)):-

(i) Salary assessed under Section 9(b)(iii)(a)	£
Minimum of Senior Lecturer scale ... ..	1200
(ii) Salary assessed under Section 9(b)(iii)(b)	
As the salary applicable in the former post (£1200) equals (i) above, the "next higher point" applies and salary from 1.1.1957 to 31.8.1957=	1230 per annum
Add 8/12ths increment of £30 in respect of service as a Senior Lecturer (1.1.1957 to 31.8.1957) ... ..	20
Salary from 1.9.1957 ... ..	<u>1250 per annum</u>

6. Senior Lecturer appointed for the first time in that capacity on 1st January, 1957 with service from September, 1944 to 31st August, 1949 of which the maximum period (1.4.1945 to 31.8.1949) is deemed by the Local Education Authority or Governing Body, in agreement with the Minister, to be of equivalent value to service as a Senior Lecturer (Reference Section 9(b)(ii)):-

Salary assessed under Section 9(b)(iii)(a)	£
Minimum of Senior Lecturer scale ... ..	1200
4 5/12ths increments of £30 in respect of equivalent service (1.4.1945 to 31.8.1949) ...	132 10s.
Salary from 1.1.1957 to 31.8.1957 ... ..	1332 10s. per annum
Add 8/12ths increment of £30 in respect of service as a Senior Lecturer (1.1.1957 to 31.8.1957) ... ..	20 0s.
Salary from 1.9.1957 ... ..	<u>1352 10s. per annum</u>

7. Senior Lecturer re-appointed in that capacity on 1st January, 1957 who was first appointed as a Senior Lecturer on 1st September, 1952 after service as a Lecturer in a Training College which entitled him to a commencing salary one increment above the minimum of the Senior Lecturer scale and who on 1st September, 1955 returned to teaching service in a school to which the Burnham Primary and Secondary Schools Report applied and became a Head of Department Grade C under the 1956 Report as a 4 years trained Good Honours graduate with 16 years service (Reference Section 9(b)(ii)):-

(i) Salary assessed under Section 9(b)(ii)(a)	£
(Salary applicable at 31.8.1955 was 4 increments above the minimum of the Senior Lecturer scale in the 1954 Report)	
Minimum of Senior Lecturer scale ... ..	1200
4 increments of £30 ... ..	120
	<u>1320</u>
(ii) Salary assessed under Section 9(b)(ii)(b)	£
Minimum of Senior Lecturer scale ... ..	1200
3 increments of £30 in respect of service as a Senior Lecturer (1.9.1952 to 31.8.1955) ...	90
	<u>1290</u>
(iii) Salary assessed under Section 9(b)(ii)(c)	
Salary applicable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31.12.1956 :-	
Maximum of Qualified Teacher scale ...	900
Training addition of 2 increments ...	50
Graduate addition ... ..	75
Good Honours degree addition ... ..	50
Allowance as Head of Department Grade C	275
	<u>1350</u>

As this salary exceeds (ii) above, the "next higher point" applies ... .. 1380

Therefore Section 9(h)(ii)(c) applies and salary from 1.1.1957 to 31.8.1957= ... .. 1380 per annum

Add 8/12ths increment of £20 (final increment) in respect of service as Senior Lecturer (1.1.1957 to 31.8.1957) ... .. 13 6s. 8d.

Salary from 1.9.1957 ... .. 1393 6s. 8d. per annum

8. Principal Lecturer appointed for the first time in that capacity on 1st October, 1956 following service as a Senior Lecturer in a Training College and whose salary based on total service to 30th September, 1956 would have been £1400 (maximum) (Reference Section 9(c)(i)):-

(i) Salary assessed under Section 9(c)(i)(a) £  
Minimum of Principal Lecturer scale ... .. 1400

(ii) Salary assessed under Section 9(c)(i)(h)  
As the salary applicable in the former post under this Report (£1400, the maximum of the Senior Lecturer scale) equals (i) above, the "next higher point" applies and salary from 1.10.1956 to 31.8.1957= ... .. 1450 per annum

Add 11/12ths increment of £50 in respect of service as a Principal Lecturer (1.10.1956 to 31.8.1957) ... .. 45 16s. 8d.

Salary from 1.9.1957 ... .. 1495 16s. 8d. per annum

9. Principal Lecturer appointed for the first time in that capacity on 1st January, 1957 following service as a Headmaster—graduate, 4 years trained—of a Group VII Secondary Modern School with 20 years service for increments to 31st December, 1956 (Reference Section 9(c)(i)):-

(i) Salary assessed under Section 9(c)(i)(a) £  
Minimum of Principal Lecturer scale ... .. 1400

(ii) Salary assessed under Section 9(c)(i)(h)  
Salary applicable under the Burnham Primary and Secondary Schools Report, 1956 on total service to 31.12.1956 :-

Maximum of Qualified Teacher scale	900
Training addition of 2 increments	50
Graduate addition	75
Allowance for Group VII Head teacher	400
	<u>1425</u>

As this salary exceeds (i) above, the "next higher point" applies ... .. 1450

Therefore Section 9(c)(i)(b) applies and salary from 1.1.1957 to 31.8.1957= ... .. 1450 per annum

Add 8/12ths increments of £50 in respect of service as Principal Lecturer (1.1.1957 to 31.8.1957) ... .. 33 6s. 8d.

Salary from 1.9.1957 ... .. 1483 6s. 8d. per annum

(Sgd.) McNAIR,  
Chairman.

(Sgd.) W. P. ALEXANDER  
(Authorities' and Governors' Panel).

(Sgd.) J. W. BRIDGEMAN  
(Teaching Staff Panel).

4th August, 1956.

# REPORT OF THE COMMITTEE ON SCALES OF SALARIES FOR THE TEACHING STAFF OF TRAINING COLLEGES

## ERRATA

Page 11, Example A. 1

*Delete* Therefore Section 9 (a) (i) (b) applies . . . to end

	£	s.	d.
<i>Substitute</i> (iii) Salary assessed under Section 9 (a) (i) (c) Salary applicable to Lecturer on 30.9.1956 with addition of £150 ... ..	964	11	8
Therefore Section 9 (a) (i) (c) applies and salary from 1.10.1956 to 31.3.1957= ... ..	964	11	8 per annum
Add 1 increment of £30 in respect of service as a Lecturer (1.4.1956 to 31.3.1957) ... ..	30	0	0
Salary from 1.4.1957 ... ..	994	11	8 per annum

Page 14, Example B. 1

*Delete* Therefore Section 9 (a) (i) (b) applies . . . to end

	£
<i>Substitute</i> (iii) Salary assessed under Section 9 (a) (i) (c) Salary applicable to Lecturer on 30.9.1956 with addition of £150 ... ..	975
Therefore Section 9 (a) (i) (c) applies and salary from 1.10.1956 to 31.8.1957= ... ..	975 per annum
Add 1 increment of £30 in respect of service as a Lecturer (1.9.1956 to 31.8.1957) ... ..	30
Salary from 1.9.1957 ... ..	1,005 per annum

Ministry of Education,  
September, 1956.

LONDON: HER MAJESTY'S STATIONERY OFFICE

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